

EXHIBIT I

1 STATE OF ARIZONA

2 COUNTY OF MARICOPA

3 **Declaration of Angelica Flores**

4 I, Angelica Flores, being over the age of 18 years, of sound mind and fully
5 competent to make this Declaration, hereby declare the following as true and correct to
6 the best of my personal knowledge:

7 1. I am currently employed by Swift Transportation Co. of Arizona, LLC
8 ("Swift") in its Security Department. I have been employed by Swift's Security
9 Department for over 14 years. In my role, I am the person primarily responsible for
10 reviewing criminal background checks of Swift applicants and conducting interviews of
11 individuals to determine whether they have criminal convictions history and whether they
12 are eligible for hire.

13 2. Swift orders a standard set of consumer reports for each applicant.

14 3. The Investigations Department, which is part of Swift's Security
15 Department, is the primary Department that receives the criminal background check for
16 each applicant. Investigations reviews each applicant's criminal background check.

17 4. If the criminal background check reveals a criminal conviction that was not
18 disclosed on the individual's application, Investigations sends an e-mail notification to the
19 recruiter assigned to the applicant notifying the recruiter to have the applicant contact
20 Investigations for an interview.

21 5. In addition, any time an applicant voluntarily discloses a criminal conviction
22 on their application and that information does not automatically disqualify the applicant
23 from employment with Swift under Swift's hiring criteria, the applicant is notified by their
24 recruiter to contact Investigations for an interview.

25 6. Once a recruiter has been notified to have an applicant contact
26 Investigations for an interview, the applicant may not proceed further through the
27 application process unless and until the applicant has been reviewed by Investigations.
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1 7. When an individual contacts Investigations, an Investigations employee will
2 ask the individual a series of open-ended questions designed to elicit their criminal
3 history. Typically, individuals will disclose the criminal conviction information contained
4 in their criminal background report in response to open-ended questions without being
5 asked specific questions about the contents of the report. For example, if an applicant is
6 asked by Investigations the open-ended question if they have ever been convicted of a
7 misdemeanor or felony, many applicants will truthfully reveal the criminal conviction
8 information contained in their report. Frequently, in response to these questions,
9 applicants will reveal additional criminal conviction information that was *not* contained in
10 their criminal background report.

11 8. In Investigations, we document our interviews with applicants in the
12 Security Database. I understand that the Security Database has been produced in its
13 entirety to Plaintiffs in this matter as a comprehensive Excel spreadsheet with
14 corresponding attachments for each applicant in the database. *See* Exhibit 1, Declaration
15 of Joseph A. Kroeger and attached June 29, 2012 letter to Plaintiffs' counsel. The
16 Investigations records referenced in this declaration as Exhibits 2 - 10 are all records
17 obtained from the Security database produced to Plaintiffs. Each is a true and accurate
18 copy of the record in Swift's Security database. The Security database's contents are
19 received at or near the time that the information was transmitted to Swift, are kept in the
20 course of a regularly conducted business activity and it is the regular practice of that
21 business activity to make and accurately store that record.

22 9. Numerous applicants will disclose during their Investigations interview that
23 they have in fact been convicted of a crime that disqualifies them from employment with
24 Swift as a truck driver.

25 10. When disqualifying criminal conviction information is confirmed during the
26 interview, an e-mail is sent to the recruiter informing the recruiter that the applicant is not
27 approved for hire by Investigations.
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1 11. The decision of the individual not to approve an applicant for hire is often
2 reviewed by another individual, frequently me. This is called a "Level 1 Review."

3 12. For particularly close or challenging evaluations of whether an applicant
4 should be approved for hire, a Level 2 Review can be conducted. Shawn Driscoll will
5 typically conduct a Level 2 Review.

6 13. Applicants always have the right to dispute the information contained in
7 their criminal background report. If an applicant, during their interview, states that
8 information in their criminal background report is inaccurate, then I inform them of their
9 right to dispute that information and that they need to provide documentation that
10 establishes that the criminal background report's information is inaccurate.

11 14. It is not unusual for an applicant to successfully contest the accuracy of
12 criminal conviction information in their criminal background report. It can happen in a
13 variety of ways. For example, an applicant can obtain documentation that establishes that
14 the criminal conviction information is inaccurate because: (1) it was not actually a
15 conviction, or was expunged, etc.; or (2) it was a different person than the applicant.

16 15. Sometimes an applicant will call back after his or her initial Investigations
17 interview and provide additional information that results in disqualification. For example,
18 the Investigations records for an individual (Jibri J.) who applied for a truck driver
19 position with Swift in May of 2010 are attached as Exhibit 2. During his interview, this
20 individual disclosed several drug-related charges and that had been dismissed. He later
21 called back and reported that he was found guilty and the charges were not dismissed.
22 Based on this voluntary disclosure by the applicant, this individual was declined for hire.

23 16. Similarly, the Investigations records for another individual (Scott S.) who
24 applied for employment as a Swift truck driver are attached as Exhibit 3. This individual
25 called back after his initial interview and asked to change his answers related to drug
26 usage and termination history because he thought Swift would disqualify him based on his
27 answers. For these reasons, this applicant was declined for hire for not providing truthful
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1 responses in his initial interview.

2 17. It is also not unusual for an applicant to disclose disqualifying criminal
3 conviction information in his or her interview that is not contained anywhere on their
4 criminal background report. In that case, the individual would be disqualified from
5 further consideration by Swift. For example, the Investigations records for an applicant
6 (Earl D.) who applied for employment as a Swift truck driver in 2010 are attached as
7 Exhibit 4. This applicant's wide screen criminal background report was clean; however,
8 during the interview he disclosed that he had strangled his wife and was on probation
9 through 2014. This applicant was declined for hire.

10 18. If an applicant successfully disputes the information in their criminal
11 background report and Swift no longer has disqualifying criminal conviction information
12 for that applicant, the applicant will be approved by Investigations to the recruiter, who
13 will then continue processing the application.

14 19. From August 2006 to July 21, 2011, there was no code in the Security
15 Database that indicates that Swift declined to hire an individual whose criminal
16 background report contained criminal conviction information. Nor is there any other
17 uniform way that one could determine why an individual was declined by Investigations.
18 Each interview is different. There are a number of different reasons that an individual
19 might be declined after an interview, and there is no uniform code or other way to
20 determine which of these many different reasons formed the basis of Swift's decision not
21 to hire an individual.

22 20. For example, sometimes an applicant will disclose information during the
23 interview that he or she failed to include on his or her application. That may disqualify an
24 applicant for falsifying his or her application. The Investigation records for an applicant
25 (Allen G.) who failed to identify his criminal convictions on his application are included
26 in Exhibit 5. This applicant became angry and hung up the phone when Swift asked him
27 to provide more information on the battery charge and probation he had just disclosed
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1 during the interview. Shawn Driscoll reviewed these events and factors, and the
2 applicant's failure to identify the convictions on his application, were the reason Swift
3 decided not to approve the applicant for hire.

4 21. Similarly, the Investigations records for an applicant who applied for a truck
5 driver position with Swift in 2009 are attached as Exhibit 6 (Malinzdo B.). This applicant
6 failed to disclose convictions in 2002 and 2004 for providing fictitious information to an
7 officer and for resisting an officer. He was also argumentative during his interview.
8 These factors contributed to Swift's decision not to approve the applicant for hire.

9 22. Sometimes the decision to decline an applicant for hire is based on an
10 individual's demeanor during the interview. The Investigations records for an applicant
11 (Cynthia M.) who applied for employment as a Swift truck driver in 2009 are attached as
12 Exhibit 7. This applicant disclosed during her interview that she was convicted of
13 burglary in 1994, but that she was working undercover for law enforcement at the time. I
14 did not find the applicant's story credible and did not approve the applicant for hire.

15 23. Exhibit 8 contains the Investigations records for an individual (Victor P.)
16 that applied for employment with Swift on August 31, 2010. STC644081. The applicant
17 stated in his application that he had never been convicted of a criminal offense. *Id.* Swift
18 ordered a criminal background check on August 31, 2010. STC644075. That criminal
19 background check showed a guilty plea for a felony 4th degree theft. STC644077.
20 However, in his Investigations interview by Berenice Ruiz on August 31, 2010 at 1:14
21 p.m., the applicant stated that the felony charge had been "dropped." STC644086. On or
22 about September 14, 2010, the applicant provided a court document showing that the case
23 was dismissed without a conviction. STC644085. Thus, the criminal background report's
24 contents were inaccurate and, because the individual did not have any criminal conviction
25 history, he was not disqualified from consideration for employment. Upon receiving this
26 court document, I approved the applicant at 1:40 p.m. on September 14, 2010.
27 STC644086. This approval did not require any further review or approval, e.g., a Level 2
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1 Review. *Id.*

2 24. Exhibit 9 consists of the Investigations records for an applicant (Jamario B.)
3 who applied for employment with Swift on May 3, 2010. STC644098. The applicant
4 indicated that he had never been convicted of a criminal offense. *Id.* Swift ordered his
5 criminal background report that same day, and the report showed a guilty disposition for a
6 felony burglary of a vehicle. STC644090. I interviewed the applicant on June 15, 2010 at
7 9:36 a.m. STC644105. In his interview, the applicant indicated that the conviction was
8 “expunged.” *Id.* In response, the applicant was advised that Swift needed to see court
9 documents reflecting the expungement. *Id.* On or about August 10, 2010, Swift received
10 a court order indicating the record was expunged. STC644102. I completed a Level 1
11 Review of the applicant on August 10, 2010 at 9:43 a.m., recommending that the
12 individual be approved for hire by Investigations. STC644105. On August 12, 2010, at
13 approximately 1:42 p.m., Shawn Driscoll performed a Level 2 Review and the applicant
14 was approved for hire by Investigations. *Id.*

15 25. Exhibit 10 consists of the Investigations records for an applicant (Darrell R.)
16 who applied for employment with Swift in or about January 2010. STC644132. The
17 applicant represented that he had never been convicted of a criminal offense. *Id.* The
18 applicant’s criminal background report showed a misdemeanor charge for malicious
19 injury to property as still active. STC644130. The applicant was interviewed by Patricia
20 Ramos on January 13, 2010 at 9:25 a.m. STC644141. The applicant claimed that the
21 malicious injury to property charge was “thrown out” and that he would provide
22 information confirming the dismissal of that charge. *Id.* The next day, January 14, 2010,
23 the applicant provided court documentation showing that this charge had been dismissed.
24 STC644138-39. I performed a Level 1 Review at 10:13 a.m. on that same day and
25 approved the applicant without any further review. STC644141.

26 26. I was scheduled to have my deposition taken by counsel for the Plaintiffs at
27 3:30 p.m. on Thursday, August 2, 2012. I was notified the next morning that my
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1 deposition had been cancelled by Plaintiffs.

2 I declare, under penalty of perjury, that the foregoing is true and correct.

3 Executed on: October 30, 2012.

4 A handwritten signature in cursive script, reading "Angelica Flores", is written over a horizontal line.

5 Angelica Flores
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EXHIBIT 1

1 STATE OF ARIZONA

2 COUNTY OF PIMA

3 **Declaration of Joseph A. Kroeger**

4 I, Joseph A. Kroeger, being over the age of 18 years, of sound mind and fully
5 competent to make this Declaration, hereby declare the following as true and correct to
6 the best of my personal knowledge:

7 1. I am an attorney with Snell & Wilmer L.L.P. and I am counsel of record in
8 this case.

9 2. A true and accurate copy of a letter that we sent to Plaintiffs' counsel is
10 attached hereto as Exhibit 1.1.

11 3. Along with that letter, we produced a thumb drive, Bates labeled
12 STC256174, containing Swift's web recruiting database, which included the internet
13 application for each applicant that applied for a driver position at Swift from August 8,
14 2009 through February 2011. We further provided to Plaintiffs a server and software
15 license, as well as instructions on how to view and print the contents of the web recruiting
16 database.

17 4. We also produced to Plaintiffs a hard drive, Bates labeled STC256175, that
18 contained Swift's Security Database in an Excel spreadsheet and all applicants
19 interviewed from February 2009, when the Database was created, through July 21, 2011.
20 We further provided instructions to Plaintiffs on how to view and utilize the contents of
21 the Security Database.


22 5. The letter also contained a protocol for the parties to label documents from
23 these two drives for use in this lawsuit. Swift has followed that protocol in citing to
24 records from these drives in support of its Opposition to Plaintiffs' Motion for Class
25 Certification.

26 6. Given the size of the Security Database, and for readability purposes, certain
27 information from the Excel spreadsheet has been copied and pasted verbatim into Word
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1 documents and Bates-labeled consistent with the above protocol. This information has
2 not been changed in anyway and is available to both parties in the Database.

3 I declare, under penalty of perjury, that the foregoing is true and correct.

4 Executed on: October 30, 2012

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6 Joseph A. Kroeger
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EXHIBIT 1.1



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Suite 1900
Phoenix, Arizona 85004-2202
602.382.6000
602.382.6070 (Fax)
www.swlaw.com

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MISSOURI
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NEVADA
NEW JERSEY
NEW YORK
NORTH CAROLINA
NORTH DAKOTA
OHIO
OKLAHOMA
OREGON
PENNSYLVANIA
RHODE ISLAND
SOUTH CAROLINA
SOUTH DAKOTA
Tennessee
Texas
Utah
Vermont
Virginia
Washington
West Virginia
Wisconsin
Wyoming

Joseph A. Kroeger
520.882.1254
jkroeger@swlaw.com

June 29, 2012

VIA FEDERAL EXPRESS & E-MAIL

Anthony R. Pecora
Dennis M. OToole
Matthew A. Dooley
Stumphauzer OToole McLaughlin
McGlamery & Loughman Company
5455 Detroit Rd.
Sheffield Village, OH 44054

Re: *Daniel, et al. v. Swift Transportation*

Dear Counsel:

We write to follow up on several discovery items after our June 20, 2012 conference call. First, enclosed with this letter we are producing a substantial amount of additional information in electronic form from the web recruiting database and the security department database. Because of the nature of the records being produced, as explained more fully below, production in electronic form will make it easier for your team to access and review the information. Second, because of the nature of the information contained in these databases, the production must be subject to the protective order currently in place in this matter. To that end, you will note that the enclosed thumb drive and hard drive are Bates-labeled and marked confidential. Because of the nature of the records contained on each drive, however, we cannot label each individual record as confidential, though it is our intention that the entirety of today's production be considered confidential. If you wish to use a particular record as an exhibit, and wish us to remove the confidential designation as to that record, please notify us in advance and we can address any issues on a document-by-document basis. If you do not agree with this approach or have any questions about how to proceed moving forward, please contact me immediately.

Web Recruiting Database

The web recruiting database contains screen shots of the internet applications for each applicant that applied for a driver position at Swift from August 8, 2009 through February 2011,



June 29, 2012

Page 2

when the company stopped using this database. The screen shots are responsive to Requests for Production Numbers 3, 4, 5, and 6. Accordingly, we are supplementing our responses to those requests with the production of the web recruiting database. The records are screen shots of each page of the internet application *as they were seen* by each applicant. These are the screens in which each applicant entered his or her personal information, was given the opportunity to consent to Swift's acquisition of consumer reports, and informed that Swift would be obtaining additional job-related information on each applicant.

The use of a domino server is required to access the database. On the thumb drive Bates-labeled STC256174 we have included the database as well as domino server software. Swift is also providing you with a license to use that software for the purposes of this lawsuit only.

To view the data and records, you will need to follow the instructions attached to the email transmitting this letter. Failure to do so in the exact order in which they are listed will create problems in accessing the database. Please do not hesitate to contact us if you have any difficulties in this process. While these steps may at first appear cumbersome, this database was not designed to print documents and viewing the material in electronic form gives you the most accurate view of the screens that internet-based applicants actually saw and completed to apply for employment at Swift.

Once you have installed the server, you can enter the database. Records are listed by applicant name in the form of a hyperlink. If you click on an individual's name, the link will take you to the various screen shots showing the information that the individual entered in the application fields. You will need to click the "Next" button to move from screen to screen. The information is only transmitted to Swift if the applicant clicks "Submit" on the last screen of the application.

Please note that because these are the screens in which applicants entered data, it is still possible to manipulate the data in the fields on each screen shot. While we have kept a copy of the database in its original format such that we will be able to detect if any records are changed, we encourage you to advise your colleagues and staff to use caution in viewing the records so that the records are not inadvertently or otherwise altered.

Security Database

The security database hard drive contains a spreadsheet detailing the applicants that had contact with Swift's security department during the application process. As we understand it, consumer reports were ordered for these individuals. The spreadsheet and its related documents are responsive to Requests for Production Nos. 3, 4, 5, and 6. Accordingly, we are supplementing our responses to those requests with the production of the security database.

The security database was created in February 2009 and is on the hard drive Bates-labeled STC256175. Each column in the spreadsheet corresponds to various fields of

Snell & Wilmer
L.L.P.

June 29, 2012

Page 3

information gathered about each applicant during the process, including information on the applicant's criminal history and the nature of his or her past infractions. The column headings are alphanumeric codes in the database itself; however, to facilitate your review, when exporting the database to the enclosed Excel file, each column was given an explanatory title that describes the information contained in each field.

The last columns in the spreadsheet contain links to various documents associated with that applicant, including various consumer reports and related court documents. The hard drive is mapped such that clicking on the link will take you directly to the attachments. If you alter this mapping, you will no longer be able to access the attachments.

Given the sensitive nature of the information contained in these databases, the hard drive and thumb drive are encrypted. To access them, you must follow the instructions through the program called TrueCrypt, which is included on the drives. The password for the data is included in the email transmitting this letter.

For convenience going forward we suggest that if either party wants to use a particular record obtained from either the STC256174 thumb drive or the STC256175 hard drive, that the record be printed and individually labeled with an alphanumeric suffix that identifies the party using it. For example, the first record from the thumb drive that we decide to use going forward would be labeled STC256174.D0001. Likewise, the first record Plaintiffs decide to use would be labeled STC256174.P0001, and so forth. Please let us know if you have any questions regarding this proposed process.

Please do not hesitate to contact me if you have any questions regarding this letter. We will continue to provide additional relevant and responsive information and documents as they become available. Under separate cover, we will also be sending our initial privilege log, which will also be supplemented as discovery continues. We anticipate having that log to you early next week.

Very truly yours,

Snell & Wilmer L.L.P.


Joseph A. Kroeger

cc: Leonard Bennett (via e-mail)
Stanley Lubin (via e-mail)

JAK:el
15340502

EXHIBIT 2

Jibri J [REDACTED]

SSN	Name	General Summary	Notes
[REDACTED]	JIBRI O J [REDACTED]	***HE WILL PROVIDE DISMISSAL DOCS** DECLINED--OUT OF POLICY AND FALSIFIED APPLICATION.FLORAN	<p>ORECHUKU</p> <p>2006- POSSESSION OF MJ - I WAS DRIVING A SEDAN - THAT WAS MY JOB- WELL I PICKED UP SOME PEOPLE AND I GOT PULL OVER- ONE OF THE GUYS HAD MJ AND I GOT BLAME FOR IT- THEY LET THEM GO- AND I WAS ARRESTED- SMALL BAG- IT WAS NOT MINE</p> <p>SVD NONE PROB NONE</p> <p>DISMISSED</p> <p>2005- POSSESSION OF MJ- THE SAME SITUATION- I GOT PULL OVER AND OF THE OF THE GUYS I PICKED UP HAD MJ AND I GOT CHARGE FOR IT- THAT'S WHY I LEFT THAT JOB BECAUSE ALL MY MISDEAMENORS I HAVE ARE FOR THIS JOB</p> <p>SVD NONE PROB NONE</p> <p>DISMISEED</p> <p>2006- POSSESSION OF MJ- SAMTHING-</p> <p>*****CALL BACK 5/13/10 7:09 am CALL BACK AND SAID HE WAS FOUND GUILTY AND THEY WERE NOT DISMISSED-</p>

1505802

REDACTED

STC256175.D0001



Conviction Form

Please Print Information

Applicant's Name: Jibril O J [REDACTED] Social Security Number: [REDACTED]

Daytime Phone #: [REDACTED] After Hours Phone #: [REDACTED]

Date of Birth: [REDACTED]

Date of Arrest: _____ Date of Arrest: _____

Charge 1: _____ Charge 2: _____

Location: _____ Location: _____

County State

County State

Date of Conviction: _____ Date of Conviction: _____

Charge: _____ Charge: _____

Sentence: _____ Sentence: _____

Time Served: _____ Time Served: _____

Dates on Probation or Parole: _____ Dates on Probation or Parole: _____

* Any other arrests or convictions?: Yes No

Any charges pending now? Yes No

Any other names used maiden, married, etc.

Please describe what happened:

Comments on Charge 1:

Comments on Charge 2:

Signature of Applicant: _____ Date: ____/____/____

Recruiter Name: _____ Terminal: _____

REDACTED

STC256175.D0002



YOU ARE HEREBY NOTIFIED THAT THE INFORMATION YOU PROVIDE IN THIS APPLICATION MAY BE USED, AND YOUR PREVIOUS EMPLOYERS WILL BE CONTACTED, FOR THE PURPOSE OF INVESTIGATING YOUR SAFETY PERFORMANCE HISTORY INFORMATION AS REQUIRED BY PARAGRAPHS (d) AND (e) of § 391.23.*

YOUR RIGHTS REGARDING CERTAIN INVESTIGATIVE INFORMATION

Pursuant to 49 C.F.R. § 391.23(i)(1), all drivers with DOT regulated employment during the preceding three years from the date of this application have the following rights regarding the investigative information that is provided to Swift as required by 49 C.F.R. § 391.23 (d) and (e).

1. The right to review information provided by previous employers;
2. The right to have errors in the information corrected by the previous employer and for the previous employer to re-send the corrected information to the prospective employer; and
3. The right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.

* The Federal Motor Carrier Safety Regulations ("FMCSR's") require Swift to obtain the following information on your application for employment:

1. The name(s) and address(es) of your employer(s) during the 10 years preceding the date of the application;
2. The dates you were employed by that employer(s);
3. The reason for leaving the employ of your previous employer(s);
4. Whether you were subject to the FMCSR's while employed by your previous employer(s); and
5. Whether your job was designated as a safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing requirements as set forth by 49 C.F.R. part 40.

Swift is also required by 49 C.F.R. § 391.23 (d) to investigate the following information from your previous employer(s) if you were employed to operate a commercial motor vehicle:

1. General driver identification and employment verification information;
2. The data elements as specified in 49 C.F.R. § 390.15 (b)(1) for accidents involving you that occurred in a three year period preceding the date of your employment application;
3. Any accidents defined by 49 C.F.R. § 390.15; and
4. Any accidents the previous employer may wish to provide that are retained pursuant to 40 C.F.R. § 390.15(b)(2) or pursuant to the employer's internal policy for retaining more detailed minor accident information.

Additionally, 49 C.F.R. § 391.23(e) provides that Swift must investigate the following information from all previous DOT regulated employers that employed you in a safety sensitive function that required alcohol and control substance testing specified in 49 C.F.R. part 40:

1. Whether within the previous 10 years you have violated the alcohol and control substances prohibitions under 49 C.F.R. § 382
2. Whether you failed to undertake or complete a rehabilitation program prescribed by a substance abuse professional; and
3. If you successfully completed a substance abuse professional's rehabilitation referral and remained in the employ of the referring employer, information on whether you had the following tested violations subsequent to the completion of the referral:
 - i. Alcohol tests with a result of 0.04 or higher alcohol concentration;
 - ii. Verified positive drug tests; and
 - iii. Refusals to be tested (including verified adulterated or substituted drug test results).

Swift must provide your previous employer with your written consent to release the information on paragraph (e). If you refuse to provide this written consent, Swift cannot permit you to operate a commercial motor vehicle.

SWIFT TRANSPORTATION CO., INC.

2100 S. 75th AVE., PHOENIX, AZ, 85043

EMPLOYMENT APPLICATION

QUALIFIED APPLICANTS ARE CONSIDERED WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL STATUS, VETERAN STATUS OR DISABILITY
EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Date of Application 01/10/2010

Name [REDACTED] Job ID

Social Security No. [REDACTED]

Present Address [REDACTED]

Phone [REDACTED]

Previous Address(es) during last 3 years (if MCSH 391.21 (3))

Date of Birth (required by MCSH 391.21 (2) to verify motor vehicle report) [REDACTED]

In case of emergency notify

A tertiary Emergency Phone #

Name

Have you applied for work and/or worked for this company before?

Yes ☒ No ☐ When?

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?

Yes ☐ No ☐

Position which applying for

Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodation?

Yes ☐ No ☐

How did you find out about Swift?

Newspapers

Brochures & Postcards

Publications

Internet

Swift Transportation Employee

Other

PLEASE READ CAREFULLY

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle?

Yes ☒ No ☐

B. Has any license, permit or privilege been suspended or revoked?

Yes ☐ No ☐

C. Have you ever been stopped while intoxicated?

Yes ☒ No ☐

D. Have you ever used any illegal drugs (including marijuana)?

Yes ☒ No ☐ If yes, when was the last time?

E. Have you ever been convicted for possession of, sale, or use of a narcotic drug, amphetamine, or a derivative thereof?

Yes ☒ No ☐

F. Have you ever been convicted of a criminal offense? In California, "crime" shall exclude convictions for marijuana related offenses that are more than two years old, as defined in California Health and Safety Code sections 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 or the Health and Safety Code as they related to marijuana prior to January 1, 1976, or their statutory predecessors.

Yes ☒ No ☐

G. Are you currently have any criminal actions pending in which you are a defendant? (A "yes" answer will not necessarily disqualify you from employment.)

Yes ☒ No ☐

H. Are you currently on probation or parole status? (A "yes" answer will not necessarily disqualify you from employment.)

Yes ☒ No ☐

I. 4025H Have you tested positive, or refused a test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not obtain, safety, sensitive transportation work covered by DOT agency drug and alcohol testing rules in the last three years?

Yes ☐ No ☐

If yes to any of the above questions, state circumstances and dates

09/17/2007 reinstated 10/10/2007 - none paid seatbelt ticket, sus 12/09 - reinstated 01/12/10 - child support

EDUCATION

Highest grade completed 12

High School Graduate

Yes ☒

No ☐

College Graduate

Yes ☒

No ☐

Graduate School Graduate

Yes ☐

No ☐

List other specialty training or schools

All state career training

MILITARY STATUS

Have you served in the U.S. Armed Forces?

Yes ☐

No ☒

Branch

Dates From

To

Notes

(3-10)

Form 1

Revised 8/2011

REDACTED

STC256175.D0004

EMPLOYMENT RECORD FOR PAST 10 YEARS

All applicants must list all full and part-time employment including military service, self employment, and periods of unemployment during preceding 10 years.
NOTE: List employers in reverse order starting with the most recent. Use an additional sheet if necessary.

From Mo Day Yr 10/24/2007 To Mo Day Yr 04/24/2010
Phone # 410 404 1185
Supervisor _____
Type of Equip. Driven _____

From Mo Day Yr 01/23/2005 To Mo Day Yr 09/16/2007
Phone # 410-485-2665
Supervisor _____
Type of Equip. Driven _____

From Mo Day Yr _____ To Mo Day Yr _____
Phone # _____
Supervisor _____
Type of Equip. Driven _____

From Mo Day Yr _____ To Mo Day Yr _____
Phone # _____
Supervisor _____
Type of Equip. Driven _____

From Mo Day Yr _____ To Mo Day Yr _____
Phone # _____
Supervisor _____
Type of Equip. Driven _____

CURRENT OR MOST RECENT EMPLOYER

May We Call? Yes ☐ No ☐

Name CanisG Trucking Inc
Address 925 45th street Lakeside, MI 48126
Position Held driver

Reason For Leaving desire higher salaryA. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

SECOND PRIOR EMPLOYER

May We Call? Yes ☐ No ☐

Name Sedan Services
Address 4709 Belair road Baltimore, MD 21206
Position Held dispatcher

Reason For Leaving desire higher salaryA. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

THIRD PRIOR EMPLOYER

May We Call? Yes ☐ No ☐

Name _____
Address _____
Position Held _____

Reason For Leaving _____

A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

FOURTH PRIOR EMPLOYER

May We Call? Yes ☐ No ☐

Name _____
Address _____
Position Held _____

Reason For Leaving _____

A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

FIFTH PRIOR EMPLOYER

May We Call? Yes ☐ No ☐

Name _____
Address _____
Position Held _____

STC256175.D0005

STC256175.D0006

DRIVING EXPERIENCE				
CLASS OF EQUIPMENT	TYPE OF EQUIPMENT VAN-TANK-FLAT-ETC.	FROM	TO	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCKS				0
TRACTOR AND SEMI TRAILER	motor unit	10/24/2007	04/24/2010	1200
TRUCK TRAILER TWO TRAILERS				0
OTHER				0

LICENSE LIST ALL DRIVERS LICENSES HELD IN PAST FIVE YEARS (NOTE: A COPY of your valid drivers license or CDL must be attached for your application to be considered)

STATE	EXPENSE NUMBER	TYPE	ENDORSEMENTS	EXPIRATION DATE
MD		CDL	Double, Tripler, Tankers	03/16/2011

MOVING TRAFFIC CONVICTIONS LIST FOR PAST FIVE (5) YEARS. IF NONE WRITE NONE.

DATE	LOCATION (STATE)	CHARGE	PENALTY
11/24/2007 12:00:00 AM	MD	Fail to display license	Fine
12/24/2007 12:00:00 AM	MD	Speeding	Fine

ACCIDENT RECORD IF NONE WRITE NONE.
LIST ALL INVOLVEMENT WITH TRUCK AND CAR INCLUDING PROPERTY DAMAGE FOR PAST FIVE YEARS, INCLUDING PREVENTABLE AND NON-PREVENTABLE

DATE	TYPE VEHICLE	NATURE OF ACCIDENT (HEAD ON, REAR END, OVERTAKE, ETC.)	INDICATE PREVENTABLE OR NON-PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE
NONE		NONE				

STATES IN WHICH YOU HAVE OPERATED A CLASS-A MOTOR VEHICLE IN THE PAST FIVE YEARS

US: ALL STATES

REFERENCES (Please list 2 people able to verify your employment and personal history. Such as co-worker, neighbor, customer or an upstanding citizen of your community. Do not list relatives.)

1 Name	Sarah E. [REDACTED]	Relationship	Friend
Address	Baltimore, MD	Phone #	[REDACTED]
2 Name	[REDACTED]	Relationship	Friend
Address	Baltimore, MD	Phone #	[REDACTED]

ACKNOWLEDGEMENT

I give Swift Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job-related. I release from liability the Company and its representatives for seeking such information from all other persons, organizations or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representatives in response to any inquiries made about me as part of a reference check by any subsequent or potential employer.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to faithfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

Unless an employee is employed by the Company, I will be required to undergo a post-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditional upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or tests by the Company during employment or to be subject to my employment with the Company, if employed. These tests may include, but are not necessarily limited to, random, for cause, reasonable suspicion or post incident worker and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests, including, but not limited to, the testing procedures, the analysis of the results of test results.

I understand that my ability of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is valid for thirty (30) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, this application is to be considered for this or any other position.

I understand and agree that any representation, misrepresentation, misstatement, or omission of information provided by me in this application will be sufficient cause for consideration of the application and/or suspension from the Company's service if employed. Further, I understand that, just as I am free to resign at any time, for any reason, with or without cause, so the Company reserves the right to terminate my employment, at any time, for any reason, with or without cause. I understand that no representation or omission of information by me in this application will be sufficient cause for consideration of the application and/or suspension from the Company's service if employed. Further, I understand that, just as I am free to resign at any time, for any reason, with or without cause, so the Company reserves the right to terminate my employment, at any time, for any reason, with or without cause. I understand that no representation or omission of information by me in this application will be sufficient cause for consideration of the application and/or suspension from the Company's service if employed. Further, I understand that, just as I am free to resign at any time, for any reason, with or without cause, so the Company reserves the right to terminate my employment, at any time, for any reason, with or without cause.

I hereby agree to submit to binding arbitration on all disputes and claims arising out of the submission of this or former application, or further agency, in the event that I am not hired/employed by the Company. As a condition to this employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be

Form 1

Form 1

Form 1

REDACTED

STC256175.D0007

submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and correct to the best of my knowledge.

Signature _____

Date _____

Page 1

Page 1

Page 1 of 1

STC256175.D0008

Customer: Swift Transportation Web
User: Berenice Ruiz

VIEW REPORTS - SUBJECT LIST

We are pleased to announce that USIS Commercial Services, Inc. has changed its name to HireRight Solutions, Inc. While for a period of time you may find reference made in our materials to USIS Commercial Services, we are in the process of updating our web sites, software applications and documents to reflect this name change and expect to complete all updates in the near future. In the meantime, should you have any questions please contact us at: 800-322-9651 and select Option 3 for Customer Service.

Please Note: The information contained in this report is based on search criteria matching certain personal identifiers that indicate that this information matched the consumer who is the subject of the report. However, this information is not guaranteed for accuracy or truthfulness as it relates to the subject of this report. The information contained in this report was accurately copied from HireRight's supplier(s) of such information, including the public records of various courts and law enforcement agencies; credit bureaus; laboratories; etc., as applicable. However, information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires a fingerprint search. The user of this report is responsible for following applicable local, state and federal laws with respect to the procurement and use of this information.

STC256175.D0009

Criminal Records, County

Customer: Swift Transportation Web 1104000
 Address: Mary Johnson 14000000
 Customer Reference: ANGELA EDWARDS
 Customer ID: 334

Subject Name: Jibri O J [REDACTED]
 Subject DOB: [REDACTED]
 Subject SSN: [REDACTED]
 Subject Race: [REDACTED]
 Subject Gender: [REDACTED]
 Search Type: B
 Search State: MD
 Search County: BALTIMORE CITY
 Result Comments: [REDACTED]

ReportNumber: 1481600
 Request ID: 43846849
 Request Date: 5/3/2010 11:43:15 AM
 Report Date: 5/7/2010 2:58:05 PM
 Reference: ANGELA EDWARDS

CRIMINAL SEARCH RESULTS

Case Number: [REDACTED]
 File Date: 1/15/2009
 Arrest Date:
 Offense Date:
 Agency Loc:
 Agency Type:
 Case Comments:

Identifying Info		Matching Criteria
Name: Jibri J [REDACTED]	DOB: [REDACTED]	<input checked="" type="checkbox"/> Last Name
BirthPlace:	SID:	<input checked="" type="checkbox"/> First Name
SSN on Record:	FID:	<input type="checkbox"/> Middle Name
Height:	DL#:	<input checked="" type="checkbox"/> DOB
Weight:	DL State:	<input type="checkbox"/> SSN
Eye Color:	Gender:	<input type="checkbox"/> Address
Hair Color:	Race:	
Markings:	Address: [REDACTED]	

Other:

1/15/2009 11:43:15 AM
 1/15/2009 11:43:15 AM

Count: 1

Original Statute:	Final Statute:
Original Charge:	Final Charge: Possess Marijuana
Original Type:	Final Type: Misdemeanor
Original Class:	Final Class:
Plea:	Plea Date:
Degree:	Final Degree:
OrigDisposition:	Disposition: Nolle prossed
OrigDispDate:	DispDate: 4/3/2009

REDACTED

STC256175.D0010

Comments:
Appeal Comments:

Count: 2
Original Statute:
Original Charge:
Original Type:
Original Class:
Plea:
Degree:
OrigDisposition:
OrigDispDate:
Comments:
Appeal Comments:

Final Statute:
Final Charge: Possess Controlled Substance
Final Type: Misdemeanor
Final Class:
Plea Date:
Final Degree:
Disposition: Nolle prossed
DispDate: 4/3/2009

Case Number: [REDACTED]
File Date: 1/27/2006
Arrest Date:
Offense Date:
Agency Loc:
Agency Type:
Case Comments:

Identifying Info

Name: Jibri O. J. [REDACTED]
BirthPlace:
SSN on Record:
Height:
Weight:
Eye Color:
Hair Color:
Markings:

DOB: [REDACTED]
SID:
FID:
DL#:
DL State:
Gender:
Race:
Address: [REDACTED]

Matching Criteria

☒ Last Name
☒ First Name
☒ Middle Name
☒ DOB
☐ SSN
☐ Address

Other:

Count: 1
Original Statute:
Original Charge:
Original Type:
Original Class:
Plea:
Degree:
OrigDisposition:
OrigDispDate:
Comments:
Appeal Comments:

Final Statute:
Final Charge: Possess Marijuana
Final Type: Misdemeanor
Final Class:
Plea Date:
Final Degree:
Disposition: Guilty
DispDate: 2/13/2006

SentenceDate	Type	Active	Suspended	Completed
--------------	------	--------	-----------	-----------

REDACTED

STC256175.D0011

OTHER

Comments: \$157.50 costs/fee, \$57.50 suspended.

Case Number: [REDACTED]
File Date: 3/26/2005

Arrest Date:

Offense Date:

Agency Loc:

Agency Type:

Case Comments:

Identifying Info

Name: Jlbri J [REDACTED]	DOB: [REDACTED]	Matching Criteria
BirthPlace:	SID:	<input checked="" type="checkbox"/> Last Name
SSN on Record:	FID:	<input checked="" type="checkbox"/> First Name
Height:	DL#:	<input type="checkbox"/> Middle Name
Weight:	DL State:	<input checked="" type="checkbox"/> DOB
Eye Color:	Gender:	<input type="checkbox"/> SSN
Hair Color:	Race:	<input type="checkbox"/> Address
Markings:	Address: [REDACTED]	

Other:

Count: 1

Original Statute:	Final Statute:
Original Charge:	Final Charge: Possess Marijuana
Original Type:	Final Type: Misdemeanor
Original Class:	Final Class:
Plea:	Plea Date:
Degree:	Final Degree:
OrigDisposition:	Disposition: Probation before judgment
OrigDispDate:	DispDate: 4/11/2005
Comments:	
Appeal Comments:	

SentenceDate	Type	Active	Suspended	Completed
	OTHER			

Comments: Probation until 5/11/05; \$100 fine; \$55 costs/fee

Record check for requested search area only. National record status unknown. Positive ID requires fingerprint search. Employment evaluation should not be based on search results. Provider cannot act as the guarantor of the information accuracy or completeness. Appropriate use of the information contained in this report may be governed by both federal and state laws and it is the responsibility of the user to comply with all applicable laws.

REDACTED

STC256175.D0012

Criminal Records, County

Customer: [REDACTED] (with [REDACTED] and [REDACTED])
 Address: [REDACTED]
 City/State/Zip: [REDACTED]
 Email: [REDACTED]

Subject Name: Jibri O J [REDACTED]
 Subject DOB: [REDACTED]
 Subject SSN: [REDACTED]
 Subject Race: [REDACTED]
 Subject Gender: [REDACTED]
 Search Type: B
 Search State: MD
 Search County: BALTIMORE
 Result Comments: [REDACTED]

ReportNumber: 1481600
 Request ID: 43846846
 Request Date: 5/3/2010 11:43:15 AM
 Report Date: 5/7/2010 2:58:05 PM
 Reference: ANGELA EDWARDS

CRIMINAL SEARCH RESULTS

Case Number: [REDACTED]
 File Date: 8/29/2006
 Arrest Date:
 Offense Date:
 Agency Loc:
 Agency Type:
 Case Comments:

Identifying Info

Name: Jibri Orechuku J [REDACTED]	DOB: [REDACTED]	Matching Criteria
BirthPlace:	SID:	<input checked="" type="checkbox"/> Last Name
SSN on Record:	FID:	<input checked="" type="checkbox"/> First Name
Height: 5'7"	DL#:	<input checked="" type="checkbox"/> Middle Name
Weight: 152	DL State:	<input checked="" type="checkbox"/> DOB
Eye Color:	Gender: Male	<input type="checkbox"/> SSN
Hair Color:	Race: Black	<input type="checkbox"/> Address
Markings:	Address: [REDACTED]	

Other:

[REDACTED]
 [REDACTED]

Count: 1

Original Statute:	Final Statute:
Original Charge:	Final Charge: CDS: Possession-Marijuana
Original Type:	Final Type: Misdemeanor
Original Class:	Final Class:
Plea:	Plea Date:
Degree:	Final Degree:
OrigDisposition:	Disposition: Guilty
OrigDispDate:	DispDate: 10/23/2006

REDACTED

STC256175.D0013

Comments:
Appeal Comments:

SentenceDate	Type	Active	Suspended	Completed
	OTHER			
Comments: 60 days jail suspended; probation until 10/23/07; \$100 fine suspended; \$57.50 costs suspended.				

Count: 2	
Original Statute:	Final Statute:
Original Charge:	Final Charge: CDS: Possess Paraphernalia
Original Type:	Final Type: Misdemeanor
Original Class:	Final Class:
Plea:	Plea Date:
Degree:	Final Degree:
OrigDisposition:	Disposition: Nolle prossed
OrigDispDate:	DispDate: 10/23/2006
Comments:	
Appeal Comments:	

Record check for requested search area only. National record status unknown. Positive ID requires fingerprint search. Employment evaluation should not be based on search results. Provider cannot act as the guarantor of the information accuracy or completeness. Appropriate use of the information contained in this report may be governed by both federal and state laws and it is the responsibility of the user to comply with all applicable laws.

STC256175.D0014

Widescreen National Criminal Search

Customer: Swift Transportation Web (104508)
 Actor: Mary Johnson (5365Mary)
 Customer Reference: ANGELA EDWARDS
 Customer Sub: 314

USIS COMMERCIAL SERVICES, INC.

WIDESCREEN PACKAGE PRODUCT HISTORY RECORD

WIDESCREEN PACKAGE PRODUCT REQUEST INFORMATION

NAME: [REDACTED] JIBRI O
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONWIDE
 REQUEST DATE: 5/3/2012

WIDESCREEN PACKAGE PRODUCT FILE INFORMATION

NAME WAS: [REDACTED] LAST NAME: [REDACTED] FIRST NAME: [REDACTED]
 DOB: [REDACTED] SSN: [REDACTED]
 RACE: [REDACTED] AFR AMERICAN/BLACK

CRIMINAL RECORD INFORMATION

IN THE CASE OF POTENTIAL MATCHES
 IN THE WIDESCREEN DATABASE, RECORDS
 WILL BE ORDERED FROM THE ORIGINAL
 SOURCE TO VERIFY ACCURACY AND CURRENCY.
 FINAL RESULTS MAY OR MAY NOT RESULT IN
 A TRUE MATCH.

ORDER #: 72957604 REQUEST #: 176707464

USIS COMMERCIAL SERVICES, INC.
 WIDESCREEN PACKAGE PRODUCT HISTORY RECORD

WIDESCREEN PACKAGE PRODUCT REQUEST INFORMATION

NAME: [REDACTED] JIBRI O
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONWIDE
 REQUEST DATE: 5/3/2012

WIDESCREEN PACKAGE PRODUCT FILE INFORMATION

NAME WAS: [REDACTED] LAST NAME: [REDACTED] FIRST NAME: [REDACTED]
 DOB: [REDACTED] SSN: [REDACTED]
 RACE: [REDACTED] AFR AMERICAN/BLACK

CRIMINAL RECORD INFORMATION

REDACTED

STC256175.D0015

REPORT TYPE: F FELONY
 SEARCH DATE: 06/14/2009
 STATE/COUNTY: MD BALTIMORE

NO RECORD FOUND IN JURISDICTION SEARCHED

DRUGS: 0-207654 RESUME: N, 12520 468 DATA FILE DATE: 6/12/2009 9:35:19 PM

This inquiry will also be searched against the Dept. of the Treasury, Office of Foreign Assets Control, OFAC and blocked persons lists. You will be notified in the event of a possible match.

The following report is obtained from a commercial database that contains information from public records of various courts and law enforcement agencies across the United States. These records are included in the report because the search criteria for matching persons, identifiers such as name, date of birth, Social Security Number, etc., suggested that this record(s) matched the information you provided for the subject of the report. As such, these records might relate to the subject you inquired about, but not necessarily. You should use this report to broaden the scope of the background screen of the subject to include the jurisdictions across the areas contained in this report. Employment decisions should not be based solely upon information contained in this report. Conduct the required fingerprint search.

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HireRight.

STC256175.D0016

EXHIBIT 3

Scott S [REDACTED]

SSN	Name	General Summary	Notes
[REDACTED]	SCOTT A S [REDACTED]	8/11/09 no public data / trac? (based on his return call?)	<p>allen</p> <p>1990- assault- fight with girlfriend- domestic dispute- I hit my wife a few times- no weapons no injuries</p> <p>svd none prob none</p> <p>not employed</p> <p>termed - long time ago- I didn't go to a mandatory meeting</p> <p>(called back 08/10/2009-3:25 pm and said he wanted to change the answer of some of the questions asked. He said he called school and they told him that Swift disqualifies everybody who says yer to drugs usage and yes for the terminations. He wanted me to change the answers.)</p>

(605775)

REDACTED

STC256175.D0017



Conviction Form

Please Print Information

Applicant's Name: **Scott A S**

Social Security Number:

Daytime Phone #: _____ After Hours Phone #: _____

Date of Birth:

Date of Arrest: 11/07/1990

Charge 1:	3rd degree assault
-----------	--------------------

Location: Snonomish WA

County	State
--------	-------

Date of Conviction: 12/27/1990

Charge: guilty

Sentence: 1 year suspended sentence

Time Served: 0

Dates on Probation 0

or Parole:

Date of Arrest:

Charge 2:

Location:

County	State
--------	-------

Date of Conviction:

Charge:

Sentence:

Time Served:

Dates on Probation

or Parole:

* Any other arrests or convictions?: Yes ☒ No

Any charges pending now? Yes No

Any other names used maiden, married, etc.

Please describe what happened:

Comments on Charge 1: Mutual fight with an ex girlfriend.

Comments on Charge 2:

Signature of Applicant: _____ Date: ____/____/____

Recruiter Name: _____ Terminal: _____

Customer: Swift Transportation Web
User: Berenice Ruiz

VIEW REPORTS - SUBJECT LIST

We are pleased to announce that USIS Commercial Services, Inc. has changed its name to HireRight Solutions, Inc. While for a period of time you may find reference made in our materials to USIS Commercial Services, we are in the process of updating our web sites, software applications and documents to reflect this name change and expect to complete all updates in the near future. In the meantime, should you have any questions please contact us at: 800-322-9651 and select Option 3 for Customer Service.

Please Note: The information contained in this report is based on search criteria matching certain personal identifiers that indicate that this information matched the consumer who is the subject of the report. However, this information is not guaranteed for accuracy or truthfulness as it relates to the subject of this report. The information contained in this report was accurately copied from HireRight's supplier(s) of such information, including the public records of various courts and law enforcement agencies; credit bureaus; laboratories; etc., as applicable. However, information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires a fingerprint search. The user of this report is responsible for following applicable local, state and federal laws with respect to the procurement and use of this information.

STC256175.D0019

STC256175.D0020

REDACTED

NO RECORD FOUND IN JURISDICTION SEARCHED.

RESEARCH DATE: 06/10/1999
N. FLETON/RESEARCH
MI. RECORDS

RESEARCH DATE: 06/10/1999
N. FLETON/RESEARCH
MI. RECORDS

CRIMINAL RECORD INFORMATION

RESEARCH DATE: 06/10/1999

RESEARCH DATE: 06/10/1999

SEARCH AREA: NATIONAL
TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH

NAME: SCOTT A
DOB: [REDACTED]
SSN: [REDACTED]

20/20 INSIGHT BUNDLED REQUEST INFORMATION

20/20 INSIGHT BUNDLED HISTORY RECORD
DATA COMMERCIAL SERVICES, INC.

RESEARCH DATE: 06/10/1999

CRIMINAL RECORD INFORMATION

RESEARCH DATE: 06/10/1999

RESEARCH DATE: 06/10/1999

CRIMINAL RECORD INFORMATION

NAME: SCOTT A
DOB: [REDACTED]
SSN: [REDACTED]

20/20 INSIGHT BUNDLED REQUEST INFORMATION

RESEARCH DATE: 06/10/1999

SEARCH AREA: NATIONAL
TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH

NAME: SCOTT A
DOB: [REDACTED]
SSN: [REDACTED]

20/20 INSIGHT BUNDLED REQUEST INFORMATION

20/20 INSIGHT BUNDLED HISTORY RECORD
DATA COMMERCIAL SERVICES, INC.

RESEARCH DATE: 06/10/1999

NAME: SCOTT A
DOB: [REDACTED]
SSN: [REDACTED]

20/20 Insight Bundled

ORDER #: 65873313 REQUEST #: 11431289 DATA FILE DATE: 9/6/1999

DATA COMMERCIAL SERVICES, INC.
20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: [REDACTED] SCOTT A
DOB: [REDACTED] SSN: [REDACTED]
TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
SEARCH AREA: NATIONAL

REQUEST DATE: 8/5/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

MATCH WAS MADE USING: SSN LASTNAME FIRSTNAME(SCO)
NAME: S [REDACTED] SCOTT A
DOB: [REDACTED] SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REPORT TYPE: FELONY
SEARCH DATE: 11/26/2001
STATE/COUNTY: MT WATSON

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873313 REQUEST #: 11431289 DATA FILE DATE: 11/26/2001

DATA COMMERCIAL SERVICES, INC.
20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: S [REDACTED] SCOTT A
DOB: [REDACTED]
TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
SEARCH AREA: NATIONAL

REQUEST DATE: 8/5/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

MATCH WAS MADE USING: SSN BIRTHDATE
NAME: S [REDACTED] SCOTT
DOB: [REDACTED] SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REPORT TYPE: A FELONY/MISDEMEANOR
SEARCH DATE: 9/20/1999
STATE/COUNTY: MT CASCADE

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873313 REQUEST #: 11431289 DATA FILE DATE: 9/20/1999

DATA COMMERCIAL SERVICES, INC.
20/20 INSIGHT BUNDLED HISTORY RECORD

REDACTED

STC256175.D0021

[illegible]

SEARCH AREA: NATIONWIDE

REQUEST DATE: 8/4/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

MATCH WAS MADE USING: SSN BIRTHDATE

NAME: S [REDACTED] SCOTT

DOB: [REDACTED] SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REPORT TYPE: B FELONY/MISDEMEANOR

SEARCH DATE: 01/20/1999

STATE/COUNTY: GA FULTON

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873413

REQUEST #: 114812189

DATA FILE DATE: 6/20/2004 11:09:00 PM

USIS COMMERCIAL SERVICES, INC.
20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED FILE INFORMATION

NAME: S [REDACTED] SCOTT A

DOB: [REDACTED] SSN: [REDACTED]

TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH

SEARCH AREA: NATIONWIDE

REQUEST DATE: 8/4/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

MATCH WAS MADE USING: SSN BIRTHDATE

NAME: S [REDACTED] SCOTT

DOB: [REDACTED] SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REPORT TYPE: B FELONY/MISDEMEANOR

SEARCH DATE: 01/20/1999

STATE/COUNTY: MN RAMSEY

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873413

REQUEST #: 114812189

DATA FILE DATE: 6/21/2004 3:20:46 AM

USIS COMMERCIAL SERVICES, INC.
20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED FILE INFORMATION

NAME: S [REDACTED] SCOTT A

DOB: [REDACTED] SSN: [REDACTED]

TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH

SEARCH AREA: NATIONWIDE

REQUEST DATE: 8/4/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

REDACTED

STC256175.D0023

NAME WAS MADE USING: SSN BIRTHDATE

NAME: S [REDACTED] [REDACTED]

DOB: [REDACTED]

SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REQUEST TYPE: CRIMINAL
SEARCH DATE: 6/26/2004
STATE/COUNTRY: NY MONROE

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873313

REQUEST #: 114812189

DATA FILE DATE: 6/26/2004 2:54:19 AM

U.S. COMMERCIAL SERVICES, INC.
20720 INSIGHT BUNDLED HISTORY RECORD

20720 INSIGHT BUNDLED REQUEST INFORMATION

NAME: S [REDACTED] SCOTT A [REDACTED]
DOB: [REDACTED] SSN: [REDACTED]
TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
SEARCH AREA: NATIONWIDE
REQUEST DATE: 6/26/2004

CRIMINAL RECORD INFORMATION

NAME WAS MADE USING: SSN BIRTHDATE
NAME: S [REDACTED] SCOTT A [REDACTED]
DOB: [REDACTED] SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REQUEST TYPE: CRIMINAL
SEARCH DATE: 7/1/2004
STATE/COUNTRY: NY MONROE

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873313

REQUEST #: 114612189

DATA FILE DATE: 7/1/2004

U.S. COMMERCIAL SERVICES, INC.
20720 INSIGHT BUNDLED HISTORY RECORD

20720 INSIGHT BUNDLED REQUEST INFORMATION

NAME: S [REDACTED] SCOTT A [REDACTED]
DOB: [REDACTED] SSN: [REDACTED]
TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
SEARCH AREA: NATIONWIDE
REQUEST DATE: 8/4/2009

20720 INSIGHT BUNDLED REQUEST INFORMATION

NAME WAS MADE USING: SSN BIRTHDATE

NAME: S [REDACTED] SCOTT A [REDACTED]

DOB: [REDACTED]

SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

[illegible]

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873313

REQUEST #: 114812189

DATA FILE DATE: 10/17/2006 2:56:40 AM

OSIS COMMERCIAL SERVICES, INC.
20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: S [REDACTED] SCOTT A [REDACTED]
DOB: [REDACTED] SSN: [REDACTED]
TYPE OF SEARCH: CRIMINAL SEARCH / SFX OFFENDER SEARCH
SEARCH AREA: NATIONWIDE

REQUEST DATE: 8/4/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

MATCH WAS MADE USING: SSN BIRTHDATE

NAME: [REDACTED] SCOTT ALLAN

DOB: [REDACTED] SSN: [REDACTED]

CRIMINAL RECORD INFORMATION

REPORT TYPE: P FELONY MISDEMEANOR
SEARCH DATE: 07/06/2006
SEARCH AREA: NY CLARK

NO RECORD FOUND IN JURISDICTION SEARCHED.

ORDER #: 65873313

REQUEST #: 114812189

DATA FILE DATE: 10/17/2006 2:56:40 AM

This inquiry will also be searched against the Dept of the Treasury, Office of Foreign Assets Control (OFAC) and blocked persons list. You will be notified in the event of a possible match.

The following report is obtained from a commercial database that contains information from public records of various courts and law enforcement agencies across the United States. These records are included in the report because the search will look for matching personal identifiers such as: name, date of birth, social security number, etc., regardless of their accuracy. The information contained in this report is for the purpose of the search only. As such, there may be errors in the information and you should not rely on the information contained in this report. The information is provided for your information only and is not intended to be used for any other purpose. The information is provided for your information only and is not intended to be used for any other purpose.



REDACTED

STC256175.D0026

EXHIBIT 4

Earl D [REDACTED]

SSN	Name	General Summary	Notes
[REDACTED]	EARL J D [REDACTED]	WIDESCREEN CLEAR / NO!!!!	<p>MIDDLE NAME: JOSEPH</p> <p>95: GOING THRU DIVORCE WITH WIFE. VERBAL FIGHT THAT LEAD TO PHYSICAL ALTERCATION. IT GOT UGLY... BAD TIME FOR THEM. NO WEAPONS OR INJURIES. HE STRANGLED HER... SHE WAS ALERT WHEN HE LEFT. SOMEONE CAME BY AFTER THIS HAPPENDED... THEY WERE COMING OVER FOR HIS WIFE..AND POLICE WERE CALLED. HE WAS ARRESTED 2 DAYS LATER. SENT TO: 20 YEARS... DID 12 YRS ON IT. CURRENTLY ON PAROLE NOW... ON PAROLE UNTIL 2014. PAROLE OFFICER IS MS LOCKETT... [REDACTED] REPORTS EVERY 5-6 MO'S.. CALLS IN FIRST THURSDAY OF EVERY MONTH. SHE WILL NOT HAVE ANY PROBLEMS WITH HIM TRAVELLING. HE HAS SINCE RECONCILED WITH WIFE... ABOUT TO GET REMARRIED.</p> <p>UNEMPLOYED</p>

[REDACTED]

REDACTED

STC256175.D0027

PublicData.Com[Maryland Criminal]

Page 1 of 1

PUBLICDATA.com

[Beta](#) | [Home](#) | [My Account](#) | [Account History](#) | [Autosearch](#) | [Refer Friends & Earn Lookups](#)

➔ **Maryland Criminal**

Results for 'D [REDACTED] EARL' on 5 database(s) Searched by Name

**NO RECORDS MATCHING SEARCH CRITERIA.
PLEASE SEARCH AGAIN.**

This will count as 1 'Look-up' against your usage total.

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http://www5.publicdata.com/pdsearch.php?p1=donnelly&p2=earl&p3=&input=GRP_CRI... 3/17/2010

REDACTED

STC256175.D0028

View Reports - Subject List

Page 1 of 2

Customer: Swift Transportation Web
User: Berenice Ruiz

VIEW REPORTS - SUBJECT LIST

We are pleased to announce that USIS Commercial Services, Inc. has changed its name to HireRight Solutions, Inc. While for a period of time you may find reference made in our materials to USIS Commercial Services, we are in the process of updating our web sites, software applications and documents to reflect this name change and expect to complete all updates in the near future. In the meantime, should you have any questions please contact us at: 800-322-9651 and select Option 3 for Customer Service.

Please Note: The information contained in this report is based on search criteria matching certain personal identifiers that indicate that this information matched the consumer who is the subject of the report. However, this information is not guaranteed for accuracy or truthfulness as it relates to the subject of this report. The information contained in this report was accurately copied from HireRight's supplier(s) of such information, including the public records of various courts and law enforcement agencies; credit bureaus; laboratories; etc., as applicable. However, information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires a fingerprint search. The user of this report is responsible for following applicable local, state and federal laws with respect to the procurement and use of this information.

5

View Reports - Subject List

Page 2 of 2

Widescreen National Criminal Search

Customer: Swift Transportation Web (104508)
 Author: Mary Johnson (5365Nazy)
 Customer Sub: 334

USIS COMMERCIAL SERVICES, INC.
 WIDESCREEN PACKAGE PRODUCT HISTORY RECORD

WIDESCREEN PACKAGE PRODUCT REQUEST INFORMATION

NAME: [REDACTED] EARL J
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONWIDE
 REQUEST DATE: 3/9/2010

IN THE CASE OF POTENTIAL MATCHES IN THE WIDESCREEN DATABASE,
 RECORDS WILL BE ORDERED FROM THE ORIGINAL SOURCE TO VERIFY ACCURACY
 AND CURRENCY. FINAL RESULTS MAY OR MAY NOT RESULT IN A TRUE MATCH.

ORDER #: 71515489 REQUEST #: 124253589

This inquiry will also be searched against the Dept of the Treasury, Office of Foreign Assets Control SDN and blocked persons list. You will be notified in the event of a possible match.

The following report is obtained from a commercial database that contains information from public records of various courts and law enforcement agencies across the United States. These records are included in the report because the search criteria for matching personal identifiers such as name, date of birth, Social Security Number, etc., suggested that this record(s) matched the information you provided for the subject of the report. As such, these records might relate to the subject you inquired about, but not necessarily. You should use this report to broaden the scope of the background search of the subject to include the jurisdictions and/or the names contained in this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires fingerprint search.

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 HireRight.<https://members.dacservices.com/com-asp/ViewReports/SubjectList.aspx>

3/12/2010

REDACTED

STC256175.D0030

EXHIBIT 5

Allen G [REDACTED]

SSN	Name	General Summary	Notes
[REDACTED]	ALLEN L G [REDACTED]	46 now / 36, 46, 37 at times of crimes / ** didn't disclose anything on application / ID resident / public data clear. Reviewed w/DRISS.no	LEE 2000- CAMPING IN PUBLIC- I WAS A HOMELESS SVD NONE PROB NONE 2010- LITTERING STREET OR PUBLIC PROPERTY- IM A SMOKER - I THREW MY CIGARETTE OUT THE WINDOW SVD NONE PROB NONE 2001- BATTERY- DISMISSED I WAS AKING HIM FOR THE BATTERY AND PROB VIOLATION- GOT MAD AND HUNG UP- CALLED BACK 2:36 PM 5/13/10 2001- BATTERY- FIGHT WITH DAUGHTERS HUSBAND- PHYSICAL- NO WEAPONS NO INJURIES SVD 5 DAYS PROB DON'T REMEMEBER PROBATION VIOLATION- HAD TO GO TO A FUNERAL AND DIDN'T PAY FINES

(46055250)

REDACTED

STC256175.D0031

SSN	Name	General Summary	Notes
			SVD 5 DAYS

16958256

STC256175.D0032



Conviction Form

Please Print Information

Applicant's Name: **Allen L G** Social Security Number: [REDACTED]

Daytime Phone #: [REDACTED] After Hours Phone #: [REDACTED]

Date of Birth: [REDACTED]

Date of Arrest: _____ Date of Arrest: _____

Charge 1: _____ Charge 2: _____

Location: _____ Location: _____

County State

County State

Date of Conviction: _____ Date of Conviction: _____

Charge: _____ Charge: _____

Sentence: _____ Sentence: _____

Time Served: _____ Time Served: _____

Dates on Probation or Parole: _____ Dates on Probation or Parole: _____

* Any other arrests or convictions? Yes No

Any charges pending now? Yes No

Any other names used maiden, married, etc.

Please describe what happened:

Comments on Charge 1:

Comments on Charge 2:

Signature of Applicant: _____ Date: ____/____/____

Recruiter Name: _____ Terminal: _____



YOU ARE HEREBY NOTIFIED THAT THE INFORMATION YOU PROVIDE IN THIS APPLICATION MAY BE USED, AND YOUR PREVIOUS EMPLOYERS WILL BE CONTACTED, FOR THE PURPOSE OF INVESTIGATING YOUR SAFETY PERFORMANCE HISTORY INFORMATION AS REQUIRED BY PARAGRAPHS (d) AND (e) of § 391.23.*

YOUR RIGHTS REGARDING CERTAIN INVESTIGATIVE INFORMATION

Pursuant to 49 C.F.R. § 391.23(i)(1), all drivers with DOT regulated employment during the preceding three years from the date of this application have the following rights regarding the investigative information that is provided to Swift as required by 49 C.F.R. § 391.23 (d) and (e).

1. The right to review information provided by previous employers;
 2. The right to have errors in the information corrected by the previous employer and for the previous employer to re-send the corrected information to the prospective employer; and
 3. The right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.
- * The Federal Motor Carrier Safety Regulations ("FMCSR's") require Swift to obtain the following information on your application for employment:

1. The name(s) and address(es) of your employer(s) during the 10 years preceding the date of the application;
 2. The dates you were employed by that employer(s);
 3. The reason for leaving the employ of your previous employer(s);
 4. Whether you were subject to the FMCSR's while employed by your previous employer(s); and
 5. Whether your job was designated as a safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing requirements as set forth by 49 C.F.R. part 40.
- Swift is also required by 49 C.F.R. § 391.23 (d) to investigate the following information from your previous employer(s) if you were employed to operate a commercial motor vehicle:

1. General driver identification and employment verification information;
2. The data elements as specified in 49 C.F.R. § 390.15 (b)(1) for accidents involving you that occurred in a three year period preceding the date of your employment application;
3. Any accidents defined by 49 C.F.R. § 390.15; and
4. Any accidents the previous employer may wish to provide that are retained pursuant to 49 C.F.R. § 390.15(b)(2) or pursuant to the employer's internal policy for retaining more detailed minor accident information.

Additionally, 49 C.F.R. § 391.23(e) provides that Swift must investigate the following information from all previous DOT regulated employers that employed you in a safety sensitive function that required alcohol and control substance testing specified in 49 C.F.R. part 40:

1. Whether within the previous 10 years you have violated the alcohol and control substances prohibitions under 49 C.F.R. § 382
2. Whether you failed to undertake or complete a rehabilitation program prescribed by a substance abuse professional; and
3. If you successfully completed a substance abuse professional's rehabilitation referral and remained in the employ of the referring employer, information on whether you had the following tested violations subsequent to the completion of the referral:
 - i. Alcohol tests with a result of 0.04 or higher alcohol concentration;
 - ii. Verified positive drug tests; and
 - iii. Refusals to be tested (including verified adulterated or substituted drug test results)

Swift must provide your previous employer with your written consent to release the information on paragraph (e). If you refuse to provide this written consent, Swift cannot permit you to operate a commercial motor vehicle.

SWIFT TRANSPORTATION CO., INC.

2500 S. 76th AVE., PHOENIX, AZ, 85043

EMPLOYMENT APPLICATION

QUALIFIED APPLICANTS ARE CONSIDERED WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL STATUS, VETERAN STATUS OR DISABILITY
EQUAL EMPLOYMENT OPPORTUNITY EMPLOYEE

Date of Application: 05/10/2010

Name: [REDACTED] Allen L

Social Security No. [REDACTED]

Present Address: [REDACTED]

Phone: [REDACTED]

Previous Address(es) during last 3 years (FMCSR 391.21 (3))

Date of Birth (required by FMCSR 391.21 (2) to verify motor vehicle report) [REDACTED]

In case of emergency notify

Alternate Emergency Phone #

Name

Have you applied for work and/or worked for this company before?

Yes ☒ No ☐ When?

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? ☒ Yes ☐ No

Position which applying for:

Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodation? ☐ Yes ☐ No

How did you find out about Swift? Newspapers ☐ Brochures & Postcards ☐ Publications ☒ Internet ☐ Swift Transportation Employee

Other

PLEASE READ CAREFULLY

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? Yes ☐ No ☒

B. Has any license, permit or privilege been suspended or revoked? Yes ☒ No ☐

C. Have you ever been stopped while intoxicated? Yes ☒ No ☐

D. Have you ever used any illegal drugs (including marijuana)? Yes ☐ No ☒ If yes, when was the last time?

E. Have you ever been convicted for possession of, sale, or use of a narcotic drug, amphetamine, or a derivative thereof? Yes ☒ No ☐

F. Have you ever been convicted of a criminal offense? In California, "crime" shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code sections 11367 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 of the Health and Safety Code, or they related to marijuana prior to January 1, 1978, or their statutory predecessors. Yes ☐ No ☒

G. Do you currently have any criminal actions pending in which you are a defendant? (A "yes" answer will not necessarily disqualify you from employment.) Yes ☒ No ☐

H. Are you currently on probation or parole status? (A "yes" answer will not necessarily disqualify you from employment.) Yes ☐ No ☒

I. (4025) Have you tested positive, or refused a test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules in the last 1800 years? Yes ☐ No ☒

If yes to any of the above questions, state circumstances and dates:

EDUCATION

Highest grade completed: High School Graduate Yes ☒ No ☐ College Graduate Yes ☐ No ☐ Graduate School Graduate Yes ☐ No ☐

List other specialty training or schools: CWI Center for professional truck driving School

MILITARY STATUS

Have you served in the U.S. Armed Forces? Yes ☒ No ☐ Branch: Dates From To

Duties:

REDACTED

STC256175.D0035

EMPLOYMENT RECORD FOR PAST 10 YEARS

All applicants must list all full and part time employment including military service, self employment, and periods of unemployment during preceding 10 years.
 NOTE: List employers in reverse order starting with the most recent. Use an additional sheet if necessary.

From Mo Day Yr Mo Day Yr
 03/20/2006 To 02/05/2009
 Phone # 208-368-1801
 Supervisor _____
 Type of Equip. Driven _____

From Mo Day Yr Mo Day Yr
 03/2009 To present
 Phone # _____
 Supervisor _____
 Type of Equip. Driven _____

From Mo Day Yr Mo Day Yr
 _____ To _____
 Phone # _____
 Supervisor _____
 Type of Equip. Driven _____

From Mo Day Yr Mo Day Yr
 _____ To _____
 Phone # _____
 Supervisor _____
 Type of Equip. Driven _____

From Mo Day Yr Mo Day Yr
 _____ To _____
 Phone # _____
 Supervisor _____
 Type of Equip. Driven _____

CURRENT OR MOST RECENT EMPLOYERMay We Call? Yes ☐ No ☐

Name GCA Services Group
 Address 8000 Federal Way Boise, ID 83617
street city state zip code
 Position Held Janitor

Reason For Leaving laid off

- A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐
 B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

SECOND PRIOR EMPLOYERMay We Call? Yes ☐ No ☐

Name unemployed
 Address _____ ID _____
street city state zip code
 Position Held _____

Reason For Leaving _____

- A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐
 B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

THIRD PRIOR EMPLOYERMay We Call? Yes ☐ No ☐

Name _____
 Address _____
street city state zip code
 Position Held _____

Reason For Leaving _____

- A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐
 B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

FOURTH PRIOR EMPLOYERMay We Call? Yes ☐ No ☐

Name _____
 Address _____
street city state zip code
 Position Held _____

Reason For Leaving _____

- A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes ☐ No ☐
 B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes ☐ No ☐

FIFTH PRIOR EMPLOYERMay We Call? Yes ☐ No ☐

Name _____
 Address _____
street city state zip code
 Position Held _____

STC256175.D0036

	Mo	Day	Yr		Mo	Day	Yr
From				To			
Phone #							
Supervisor							
Type of Equip. Driven							

Reason For Leaving

A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes No

B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes No

SIXTH PRIOR EMPLOYER

May We Call? Yes No

Name

Address

Position Held

Reason For Leaving

A. 391.21 (10) (iv) (b) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSR's) while employed by this previous employer? Yes No

B. Was your job with this employer designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as specified in FMCSR 391.21(B)? Yes No

USE SEPARATE SHEET FOR ADDITIONAL EMPLOYMENT HISTORY

DRIVING EXPERIENCE				
CLASS OF EQUIPMENT	TYPE OF EQUIPMENT VAN-TANK-FLAT-ETC.	FROM	TO	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCK	none			0
TRACTOR AND SEMI TRACTOR	none			0
TRACTOR AND TWO TRAILERS	none			0
OTHER	none			0

LICENSE LIST ALL DRIVERS LICENSES HELD IN PAST FIVE YEARS (NOTE: A COPY of your valid drivers license or CDL must be attached for your application to be considered.)

STATE	LICENSE NUMBER	TYPE	ENDORSEMENTS	EXPIRATION DATE
IL		CDL	Double, Trips, Tankers	05/2009 to

MOVING TRAFFIC CONVICTIONS LIST FOR PAST FIVE (5) YEARS. IF NONE WRITE NONE.

DATE	LOCATION (STATE)	CHARGE	PENALTY
05/20/09 12:00:00 AM	IL	speed	75.00 fine

ACCIDENT RECORD IF NONE WRITE NONE.
LIST ALL INVOLVEMENT WITH TRUCK AND CAR INCLUDING PROPERTY DAMAGE FOR PAST FIVE YEARS, INCLUDING PREVENTABLE AND NON-PREVENTABLE.

DATE	VEHICLE	NATURE OF ACCIDENT (HEAD ON, REAR END, UPSIDE, ETC.)	INDICATE PREVENTABLE OR NON-PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE
NONE		none				

STATES IN WHICH YOU HAVE OPERATED A CLASS-A MOTOR VEHICLE IN THE PAST FIVE YEARS

LIST ALL STATES:

REFERENCES (Please list 2 people able to verify your employment and personal history. Such as co-worker, neighbor, customer or an upstanding citizen of your community. Do not list relatives.)

1 Name	William [REDACTED]	Relationship	stepfather
Address		Phone #	[REDACTED]
2 Name	rebecca [REDACTED]	Relationship	mother
Address		Phone #	[REDACTED]

ACKNOWLEDGEMENT

I agree with Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. A copy of this page serves as my authorization to seek and/or receive information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representatives, its agents or any inquiries made about me as part of a reference check by any subsequent or potential employer.

I am free to use the company any and all necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I understand that as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or tests to complete the employment test, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results.

I understand that any offer of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform and Control Act of 1986 (IRCA).

This application is active for thirty (30) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this, or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete or omitted information provided by me in this application will be sufficient cause for cancellation of this application and/or termination from the Company's service if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of the Company has the authority to make any verbal or written assurances to the contrary. I recognize the employment relationship to be an at will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duly executed by the undersigned and the President of the Company.

I hereby agree to submit to binding arbitration of disputes and claims arising out of the submission of this or former application. I further agree, in the event that I am offered employment by the company, as

B-101

Form 1

Revised 08/01/07

REDACTED

STC256175.D0038

as a condition to this employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Signature _____

Date _____

Customer: Swift Transportation Web
User: Berenico Ruiz

VIEW REPORTS - SUBJECT LIST

We are pleased to announce that USIS Commercial Services, Inc. has changed its name to HireRight Solutions, Inc. While for a period of time you may find reference made in our materials to USIS Commercial Services, we are in the process of updating our web sites, software applications and documents to reflect this name change and expect to complete all updates in the near future. In the meantime, should you have any questions please contact us at: 800-322-9651 and select Option 3 for Customer Service.

Please Note: The information contained in this report is based on search criteria matching certain personal identifiers that indicate that this information matched the consumer who is the subject of the report. However, this information is not guaranteed for accuracy or truthfulness as it relates to the subject of this report. The information contained in this report was accurately copied from HireRight's supplier(s) of such information, including the public records of various courts and law enforcement agencies; credit bureaus; laboratories; etc., as applicable. However, information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires a fingerprint search. The user of this report is responsible for following applicable local, state and federal laws with respect to the procurement and use of this information.

STC256175.D0040

Criminal Records, County

Customers: Swift Transportation Web (1044591)
 Country: Mary Johnson (00000000)
 Email: jmj@swift.com
 Address: 10000

Subject Name: Allen L G
 Subject DOB:
 Subject SSN:
 Subject Race:
 Subject Gender:
 Search Type: B
 Search State: ID
 Search\County: ADA
 Result Comments:
 ReportNumber: 1481724
 Request ID: 43862204
 Request Date: 5/4/2010 8:01:56 AM
 Report Date: 5/10/2010 7:52:10 AM
 Reference: TORIANNE FITZPATRICK

CRIMINAL SEARCH RESULTS

Case Number:
 File Date: 2/11/2010
 Arrest Date:
 Offense Date:
 Agency Loc: Ada county
 Agency Type: MAGISTRATE COURT
 Case Comments:

Identifying Info			
Name: Allen Lee G	DOB:	Matching Criteria	
BirthPlace:	SID:	[X] Last Name	
SSN on Record:	FID:	[X] First Name	
Height:	DL#:	[X] Middle Name	
Weight:	DL State: ID	[X] DOB	
Eye Color:	Gender:	[X] SSN	
Hair Color:	Race:	[] Address	
Markings:	Address:		

Other: DL no:
 Description of the crime: Misdemeanor, and other, and other
 Data modification with the original data.

Count: 1	Final Statute:
Original Statute:	Final Charge: littering street or public property
Original Charge:	Final Type: Misdemeanor
Original Type:	Final Class:
Original Class:	Plea Date:
Plea:	Final Degree:
Degree:	Disposition: guilty
OrigDisposition:	DispDate: 3/2/2010
OrigDispDate:	

REDACTED

STC256175.D0041

Comments:
Appeal Comments:

SentenceDate	Type	Active	Suspended	Completed
	OTHER			
Comments: \$112.50 fine.				

Case Number: [REDACTED]
File Date: 11/21/2001
Arrest Date:
Offense Date:
Agency Loc: ADA COUNTY
Agency Type: MAGISTRATE COURT
Case Comments:

Identifying Info		DOB:	Matching Criteria
Name: Allen L. G.	[REDACTED]	[REDACTED]	<input checked="" type="checkbox"/> Last Name
BirthPlace:		SID:	<input checked="" type="checkbox"/> First Name
SSN on Record:		FID:	<input checked="" type="checkbox"/> Middle Name
Height:		DL#:	<input checked="" type="checkbox"/> DOB
Weight:		DL State:	<input type="checkbox"/> SSN
Eye Color:		Gender:	<input type="checkbox"/> Address
Hair Color:		Race:	
Markings:		Address:	

Other:

Identifying Info: Name: Allen L. G., DOB: [REDACTED], BirthPlace: [REDACTED], SSN on Record: [REDACTED], Height: [REDACTED], Weight: [REDACTED], Eye Color: [REDACTED], Hair Color: [REDACTED], Markings: [REDACTED]

Count: 1	Final Statute:
Original Statute:	Final Charge: Battery
Original Charge:	Final Type: Misdemeanor
Original Type:	Final Class:
Original Class:	Plea Date:
Plea:	Final Degree:
Degree:	Disposition: guilty
OrigDisposition:	DispDate: 11/21/2001
OrigDispDate:	
Comments:	
Appeal Comments:	

SentenceDate	Type	Active	Suspended	Completed
	OTHER			
Comments: 30 days jail with 25 days suspended and 1 day credit; 1 year probation; \$63.50 fine. 08/12/2004 probation violation - 6 days jail with 1 day credit.				

Case Number: [REDACTED]
File Date: 2/2/2000
Arrest Date:
Offense Date:

REDACTED

STC256175.D0042

Agency Loc: ADA COUNTY
 Agency Type: MAGISTRATE COURT
 Case Comments:

Identifying Info

Name: Allen Lee G [REDACTED]	DOB: [REDACTED]	Matching Criteria
BirthPlace:	SID:	<input checked="" type="checkbox"/> Last Name
SSN on Record:	FID:	<input checked="" type="checkbox"/> First Name
Height:	DL#:	<input checked="" type="checkbox"/> Middle Name
Weight:	DL State:	<input checked="" type="checkbox"/> DOB
Eye Color:	Gender:	<input type="checkbox"/> SSN
Hair Color:	Race:	<input type="checkbox"/> Address
Markings:	Address:	

Other:

Count: 1

Original Statute:	Final Statute:
Original Charge:	Final Charge: Camping in a public place
Original Type:	Final Type: Misdemeanor
Original Class:	Final Class:
Plea:	Plea Date:
Degree:	Final Degree:
OrigDisposition:	Disposition: guilty
OrigDispDate:	DispDate: 10/10/2000
Comments:	
Appeal Comments:	

SentenceDate	Type	Active	Suspended	Completed
	OTHER			

Comments: 5 days jail with 5 days credit

Case Number: [REDACTED]

File Date: 4/18/2000

Arrest Date:

Offense Date:

Agency Loc: ADA COUNTY

Agency Type: MAGISTRATE COURT

Case Comments:

Identifying Info

Name: Allen L. G [REDACTED]	DOB: [REDACTED]	Matching Criteria
BirthPlace:	SID:	<input checked="" type="checkbox"/> Last Name
SSN on Record:	FID:	<input checked="" type="checkbox"/> First Name
Height:	DL#:	<input checked="" type="checkbox"/> Middle Name
Weight:	DL State:	<input checked="" type="checkbox"/> DOB
Eye Color:	Gender:	<input type="checkbox"/> SSN
Hair Color:	Race:	<input type="checkbox"/> Address

REDACTED

STC256175.D0043

Markings:**Address:****Other:****Count:** 1**Original Statute:****Original Charge:****Original Type:****Original Class:****Plea:****Degree:****OrigDisposition:****OrigDispDate:****Comments:****Appeal Comments:****Final Statute:****Final Charge:** Violate any rules and regulations**Final Type:** Misdemeanor**Final Class:****Plea Date:****Final Degree:****Disposition:** guilty**DispDate:** 10/10/2000**SentenceDate****Type****Active****Suspended****Completed**

OTHER

Comments: 5 days jail with 5 days credit.

Record check for requested search area only. National record status unknown. Positive ID requires fingerprint search. Employment evaluation should not be based on search results. Provider cannot act as the guarantor of the information accuracy or completeness. Appropriate use of the information contained in this report may be governed by both federal and state laws and it is the responsibility of the user to comply with all applicable laws.

STC256175.D0044

Widescreen National Criminal Search

Customer: Swift Transportation Web (104508)
 Actor: Mary Johnson (5365Mary)
 Customer Reference: TORIANNE FITZPATRICK
 Customer Sub: 111

USIS COMMERCIAL SERVICES, INC.

WIDESCREEN PACKAGE PRODUCT HISTORY RECORD

WIDESCREEN PACKAGE PRODUCT REQUEST INFORMATION

NAME: [REDACTED] ALLEN I
 SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 MARITAL STATUS: MARRIED
 RACE: [REDACTED]

WIDESCREEN PACKAGE PRODUCT FILE INFORMATION

NAME: [REDACTED] ALLEN I
 RACE: [REDACTED]

CRIMINAL RECORD INFORMATION

IN THE CASE OF POTENTIAL MATCHES
 IN THE WIDESCREEN DATABASE, RECORDS
 WILL BE ORDERED FROM THE ORIGINAL
 SOURCE TO VERIFY ACCURACY AND CURRENCY.
 FINAL RESULTS MAY OR MAY NOT RESULT IN
 A TRUE MATCH.

WIDENR #: 12674122 REQUEST #: 126741253

This inquiry will also be searched against the Dept of the Treasury, Office of Foreign Assets Control SDN and blocked persons list. You will be notified in the event of a possible match.

The following report is obtained from a commercial database that contains information from public records of various courts and law enforcement agencies across the United States. These records are included in the report because the search criteria for matching personal identifiers such as name, date of birth, Social Security Number, etc., suggested that this record(s) matched the information provided for the subject of the report. As such, these records might relate to the subject of the report. However, the information in this report is not intended to be used as a basis for any legal action or to make any other determination. The information in this report is for informational purposes only.

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REDACTED

STC256175.D0045

EXHIBIT 6

Malindzo B [REDACTED]

SSN	Name	General Summary	Notes
[REDACTED]	malindzo c b [REDACTED]	02 / 04 WERE NOT DISCLOSED - ARGUMENTATIVE DURING INTERVIEW.-- has additional convictions that were not disclosed.floran	MIDDLE NAME: CHAUNCEY 2008... ASSAULT CHARGE.. STATES THIS WAS DISMISSED SINCE FORM COMPLETED. THE OTHER PERSON DID NOT SHOW IN COURT.. STATES THE COURT DOES NOT GIVE PAPERWORK. MISD TRAFF TICKET..SEATBELT COUPLE MONTHS AGO. HAS UNTIL END OF THE YEAR TO PAY FINE. UNEMPLOYED 2002 FICTITIOUS INFO TO OFFICER... STATES THE WAY HIS NAME IS SPELLED/PRONOUNCED IT SOUNDS LIKE ALONSO.. OFFICER MISUNDERSTOOD HIM.. 1 YR UNSUPERVISED PROBATION. 2004 RESISTING OFFICER... PASSENGER IN VEHICLE HAD BEEN IN SOME TROUBLE.. THEY WERE PULLED OVER. OFFICER WANTED PASSENGER TO GET OUT OF CAR..NOT APPLICANT.. APPLICANT STATES THAT HE DIDN'T HEAR WHO THE OFFICER WANTED TO GET OUT OF THE CAR. CHARGED BECAUSE HE GOT OUT OF THE CAR. 1YR PROBATION. NON-REPORTING PROBATION

16062214

REDACTED

STC256175.D0046



Conviction Form

Please Print Information

Applicant's Name: **Malindzo C B** Social Security Number: [REDACTED]

Daytime Phone #: [REDACTED] After Hours Phone #: [REDACTED]

Date of Birth: [REDACTED]

Date of Arrest:	01/01/2008	Date of Arrest:	
Charge 1:	assault	Charge 2:	
Location:	halifax NC	Location:	
	County State		County State

Date of Conviction:	06/01/2008	Date of Conviction:	
Charge:	assault	Charge:	
Sentence:	nothing yet	Sentence:	
Time Served:	nothing yet	Time Served:	
Dates on Probation or Parole:		Dates on Probation or Parole:	

* Any other arrests or convictions?: Yes ☒ No

Any charges pending now? ☒ Yes No

Any other names used maiden, married, etc.

Please describe what happened:

Comments on Charge 1: has twin brother - his brother (Lorenzo) had arguement with a female - he used Malidzo's name - is going to court 04/01/2008 to resolve it- charges were dropped 0m 04/11/08

Comments on Charge 2:

Signature of Applicant: _____ Date: ____/____/____

Recruiter Name: _____ Terminal: _____

Customer: Swift Transportation Security
User: Michelle Adamson

VIEW REPORTS - SUBJECT LIST

We are pleased to announce that USIS Commercial Services, Inc. has changed its name to HireRight Solutions, Inc. While for a period of time you may find reference made in our materials to USIS Commercial Services, we are in the process of updating our web sites, software applications and documents to reflect this name change and expect to complete all updates in the near future. In the meantime, should you have any questions please contact us at: 800-322-9651 and select Option 3 for Customer Service.

Please Note: The information contained in this report is based on search criteria matching certain personal identifiers that indicate that this information matched the consumer who is the subject of the report. However, this information is not guaranteed for accuracy or truthfulness as it relates to the subject of this report. The information contained in this report was accurately copied from HireRight's supplier(s) of such information, including the public records of various courts and law enforcement agencies; credit bureaus; laboratories; etc., as applicable. However, information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires a fingerprint search. The user of this report is responsible for following applicable local, state and federal laws with respect to the procurement and use of this information.

STC256175.D0048

20/20 Insight Bundled

Customer: Swift Transportation Security (158735)
 Actor: Berenice Ruiz (159887/Berenice/INACTIVE)
 Customer Reference: BRAON
 Customer Sub: 101

Please Note: The information contained in this report is based on search results identifying certain personal identifiers that indicate that this information matched the consumer who is the subject of the report. However, this information is not guaranteed for accuracy or authenticity as it is related to the subject of this report. The information contained in this report was obtained from public records of various courts and law enforcement agencies; credit bureaus; information from; as applicable. However, information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Employment decisions should not be based solely upon information contained in this report. Positive ID requires a fingerprint search. The user of this report is responsible for following applicable local, state and federal laws with respect to the procurement and use of this information.

HIRERIGHT SOLUTIONS, INC.
 20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: [REDACTED] MAILING: C
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE: CRIMINAL SEARCH & SEX OFFENDER SEARCH
 SEARCH AREA: PASQUOTANK
 REQUEST DATE: 8/25/2008

20/20 INSIGHT BUNDLED FILE INFORMATION

NAME WAS MADE USING: LASTNAME FIRSTNAME MIDDLE
 NAME: [REDACTED] MAILING: C
 DOB: [REDACTED]
 REQUEST: R DATE: R

CRIMINAL RECORD INFORMATION

REPORT TYPE: R
 SEARCH DATE: 8/25/2008
 SEARCH AREA: PASQUOTANK

REPORT TYPE: M MISDEMEANOR
 CONVICTED: YES
 CASE NUMBER: [REDACTED]
 FILE DATE: 1/7/2002
 DISPOSITION DATE: 2/28/2002
 FILE AGENCY: LOCATION: PASQUOTANK
 ARREST: CHARGE: FICTITIOUS INFORMATION TO OFFICER
 ARREST: DISPOSITION: GUILTY
 SENTENCE: PROBATION: 12 MONTHS; SENTENCE: 30 DAYS;
 SUSPENDED: 30 DAYS; FINE: \$90.00
 COMMENTS: PLAIN GUILTY

ONLINE #1: 8644278 REQUEST #1: 159887 DATA FILE DATE: 1/31/2008 12:13:27 PM

HIRERIGHT SOLUTIONS, INC.
 20/20 INSIGHT BUNDLED HISTORY RECORD

REDACTED

STC256175.D0049

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: [REDACTED] MALINDZO C
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONWIDE

REQUEST DATE: 8/25/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

NAME WAS MADE USING: LASTNAME FIRSTNAME(MAL) BIRTHDATE
 NAME: [REDACTED] MALINDZO CHANDOSY
 DOB: [REDACTED]
 GENDER: M RACE: B

CRIMINAL RECORD INFORMATION

RECORD TYPE: B F/M
 SEARCH DATE: 8/26/2009
 SEARCH COUNTY: NO PASQUOTANK

OFFENSE TYPE: B F/M
 OFFENSE DATE: [REDACTED]
 CASE NUMBER: [REDACTED]
 FILE DATE: 12/15/2002
 DISPOSITION DATE: 4/16/2007
 FILE AGENCY: LOCATION: PASQUOTANK
 ARREST CHARGE: FINAL STATUTE: 14-137; FINAL CHARGE: INJURY TO
 ARREST DISPOSITION: REAL PROPERTY
 VOLUNTARY DISMISSAL

ORDER #: 66434288 REQUEST #: 115773889 DATA FILE DATE: 1/3/2008 12:47:29 AM

HIBRIGHT SOLUTIONS, INC.
 20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: [REDACTED] MALINDZO C
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONWIDE

REQUEST DATE: 8/25/2009

20/20 INSIGHT BUNDLED FILE INFORMATION

NAME WAS MADE USING: LASTNAME FIRSTNAME(MAL) BIRTHDATE
 NAME: [REDACTED] MALINDZO CHANDOSY
 DOB: [REDACTED]
 GENDER: M RACE: B

CRIMINAL RECORD INFORMATION

RECORD TYPE: B F/M
 SEARCH DATE: 8/26/2009
 SEARCH COUNTY: NO PASQUOTANK

OFFENSE TYPE: B FELONY
 OFFENSE DATE: [REDACTED]
 CASE NUMBER: [REDACTED]
 FILE DATE: 12/15/2002
 DISPOSITION DATE: 4/16/2007
 FILE AGENCY: LOCATION: PASQUOTANK
 ARREST CHARGE: FINAL STATUTE: 14-54(A); FINAL CHARGE: BREAKING

REDACTED

STC256175.D0050

AND/OR ENTER
 ARREST TYPE: [REDACTED]
 ARREST DATE: [REDACTED]
 ARREST NUMBER: [REDACTED]
 ARREST DATE: 12/15/2002
 DISPOSITION DATE: 4/16/2007
 FILE AGENCY: [REDACTED]
 LOCATION: PASQUOTANK
 ARREST CHARGE: [REDACTED]
 FINAL STATUS: 14-72(A); FINAL CHARGE: LARCENY
 ARREST DISPOSITION: VOLUNTARY DISMISSAL

ORDER #: 66434288 REQUEST #: 115773889 DATA FILE DATE: 1/3/2008 12:47:29 AM

HIRKRIGHT SOLUTIONS, INC.
 20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: [REDACTED] MALINDZO C
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONAL

REQUEST DATE: 8/25/2005

20/20 INSIGHT BUNDLED FILE INFORMATION

NAME: [REDACTED] MALINDZO C
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONAL

20/20 INSIGHT BUNDLED REQUEST INFORMATION

ARREST TYPE: [REDACTED]
 ARREST DATE: 11/02/2000
 ARREST NUMBER: [REDACTED]
 DISPOSITION DATE: [REDACTED]
 FILE AGENCY: [REDACTED]
 LOCATION: HALIFAX
 ARREST CHARGE: [REDACTED]
 FINAL STATUS: 20-28(A); FINAL CHARGE: DRIVING
 ARREST DISPOSITION: VOLUNTARY DISMISSAL

ORDER #: 66434288 REQUEST #: 115773889 DATA FILE DATE: 1/3/2008 1:04:22 AM

HIRKRIGHT SOLUTIONS, INC.
 20/20 INSIGHT BUNDLED HISTORY RECORD

20/20 INSIGHT BUNDLED REQUEST INFORMATION

NAME: [REDACTED] MALINDZO C
 DOB: [REDACTED] SSN: [REDACTED]
 TYPE OF SEARCH: CRIMINAL SEARCH / SEX OFFENDER SEARCH
 SEARCH AREA: NATIONAL

20/20 INSIGHT BUNDLED FILE INFORMATION

REDACTED

STC256175.D0051

MATCH WAS MADE USING: LASTNAME FIRSTNAME(MAL) BIRTHDATE
 NAME: [REDACTED] MALINZO CHAUNCEY-RO
 DOB: [REDACTED]
 GENDER: MALE RACE: BLACK

CRIMINAL RECORD INFORMATION

AGENCY: NORTH CAROLINA ADMINISTRATOR OF COURTS
 OFFENSE A NUMBER: [REDACTED]
 DOCKET NUMBER: [REDACTED]
 MEMBER OFFENSE STATE: NC

OFFENSE CODE: 20-29
 OFFENSE: FICTITIOUS INFO TO OFFICER
 OFFENSE DATE: 12/31/2001
 OFFENSE TYPE: TRAFFIC MISDEMEANOR
 OFFENSE CLASS: 2
 SUB OFFENSE CODE: 5468
 CITATION NUMBER: [REDACTED]
 COURT CASE NUMBER: [REDACTED]
 CASE CATEGORY: CHARGED/ARRAIGNED/CONVICTED
 CASE YEAR: 2002
 CASE TYPE: CR
 DISPOSITION DATE: 03/13/2002
 DISPOSITION: JUDGE (TRIAL BY JUDGE OR GUILTY PLEA BEFORE JUDGE
 AT DISTRICT COURT LEVEL, GUILTY PLEA AT SUPERIOR
 COURT LEVEL)
 OFFENSE COUNTY: PERQUIMANS
 ORIGINAL PLEA: GUILTY
 VERDICT FINDING: GUILTY

CASE TYPE: CR

OFFENSE CODE: 20-141(1)
 OFFENSE: SPEEDING 084-55
 OFFENSE DATE: 12/31/2001
 OFFENSE TYPE: TRAFFIC MISDEMEANOR
 OFFENSE CLASS: 2
 SUB OFFENSE CODE: 5450
 CITATION NUMBER: [REDACTED]
 COURT CASE NUMBER: [REDACTED]
 CASE CATEGORY: CHARGED/ARRAIGNED/CONVICTED
 CASE YEAR: 2002
 CASE TYPE: CR
 DISPOSITION DATE: 03/13/2002
 DISPOSITION: JUDGE (TRIAL BY JUDGE OR GUILTY PLEA BEFORE JUDGE
 AT DISTRICT COURT LEVEL, GUILTY PLEA AT SUPERIOR
 COURT LEVEL)
 OFFENSE COUNTY: PERQUIMANS
 ORIGINAL PLEA: GUILTY
 VERDICT FINDING: GUILTY

CASE TYPE: CR

OFFENSE CODE: 20-7(A)
 OFFENSE: NO OPERATORS LICENSE
 OFFENSE DATE: 12/31/2001
 OFFENSE TYPE: TRAFFIC MISDEMEANOR
 OFFENSE CLASS: 2
 SUB OFFENSE CODE: 5451
 CITATION NUMBER: [REDACTED]
 COURT CASE NUMBER: [REDACTED]
 CASE CATEGORY: CHARGED/ARRAIGNED/CONVICTED
 CASE YEAR: 2002
 CASE TYPE: CR
 DISPOSITION DATE: 03/13/2002
 DISPOSITION: JUDGE (TRIAL BY JUDGE OR GUILTY PLEA BEFORE JUDGE
 AT DISTRICT COURT LEVEL, GUILTY PLEA AT SUPERIOR
 COURT LEVEL)
 OFFENSE COUNTY: PERQUIMANS

REDACTED

STC256175.D0052

CONVICTION PRIORITY:	SENT TYPE:
SENTENCE BEGIN DATE:	03/19/2004
PROBATION START DATE:	03/19/2004
SENTENCE COMMENTS:	SENT TYPE: PROBATION

ORDER #: 66434286 REQUEST #: 116703889 DATA FILE DATE: 03/07/2009

This inquiry will also be searched against the Dept. of the Treasury, Office of Foreign Assets Control (OFAC) and blocked persons list. You will be notified in the event of a possible match.

This report is obtained from a commercial database that contains public record information from various sources across the United States. These records are included in this report because the search criteria for matching personal identifiers such as name, date of birth, social security number, etc., as available, suggested that these record(s) matched the information you provided for the subject of the report. Because these records may not necessarily relate to the individual you inquired about, you should use this report to broaden the scope of the requested search of the subject to include the jurisdictions and/or databases contained in this report.

24 pages of report & 1 page of summary

 HireRight.

STC256175.D0054

EXHIBIT 7

Cynthia M [REDACTED]

SSN	Name	General Summary	Notes
[REDACTED]	Cynthia M [REDACTED]	DON'T BELIEVE STORY.FLORAN No	denisse 1994- burglary- I was working for fuloton co sheriffs reserve- doing undercover work- I was charge with this for kicking a door- and for coming inside a house- I was doing my job svd 4 months prob 4 yrs no viol cofild- brayshaw- other names used employed- nfw post 6330- private club

[REDACTED]

REDACTED

STC256175.D0055